

Missouri

Job Development Fund

Fiscal Year 2013
Annual Report



Missouri Customized Training Program

The Missouri Job Development Fund is the funding source for the Missouri Customized Training Program, which is operated by the Department of Economic Development (DED).

- The Missouri Customized Training Program provides direct assistance to Missouri businesses for the training and retraining of new and existing employees.
- This flexible program assists businesses large and small, in urban and rural areas, to meet their individualized training needs.
- A highly-trained workforce is critical to keeping our existing businesses competitive and making our workforce more attractive to companies considering locating or expanding in Missouri.



Importance of a Skilled Workforce 2012 Corporate Survey



89% ranked availability of a skilled workforce as “important” or “very important” in site selection decisions.

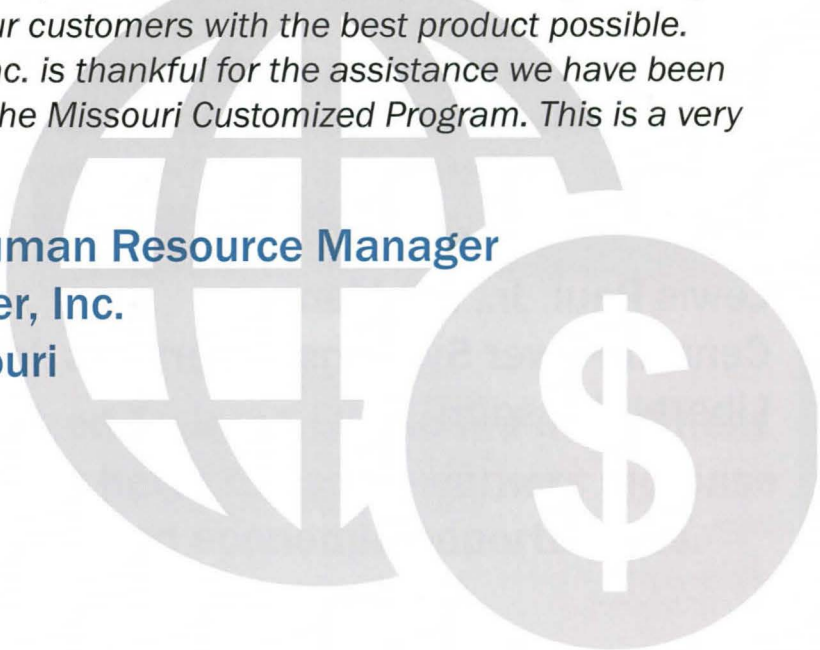
Area Development Magazine

Training to Compete Globally



"With funding from the Missouri Customized Training Program, Gardner Denver, Inc. has helped provide training to our employees. This training was instrumental in the successful launch of new product lines and helped offset our company's costs by making sure we provide our customers with the best product possible. Gardner Denver, Inc. is thankful for the assistance we have been provided through the Missouri Customized Program. This is a very good program!"

Randy Lee, Human Resource Manager
Gardner Denver, Inc.
Sedalia, Missouri





Training for Success

“With funding from the Missouri Customized Training Program, Central Power Systems & Services, Inc. has trained numerous technicians who have successfully operated and maintained several new product lines. The training provided through the MCTP successfully helped offset part of our company’s cost of ensuring that we provide our clients with the very best product possible. Central Power is a great company and the Missouri Customized Program is a great program and a real advantage for businesses in Missouri versus other states.”

Lewis Paul, Jr., HR Manager
Central Power Systems & Services, Inc.
Liberty, Missouri

Missouri Customized Training Program

The Customized Training Program is the most flexible and popular of Missouri's workforce training programs and is a critical tool in our state's economic development efforts to create and retain jobs for Missourians.

- Because the program provides grant funds directly to companies, they can define how to best meet their individual training needs to be successful and competitive.
- Grant funding can support training for workers in new jobs, but it is primarily used to upgrade the skills of existing workers at existing businesses, making it one of our primary tools to retain jobs at existing companies.



Customized Training is a sound investment because it helps Missouri workers increase their skills and economic opportunities.

Delivery to meet changing needs

A statewide network of Local Educational Agencies (LEAs) assists companies in utilizing Missouri Customized Training Program funds. This network is composed of community colleges and area career and technical schools. (See map on back cover)

LEAs work closely with employers to define their unique training needs and the best resources for effective delivery.

LEAs are important partners! They not only serve as the local project administrators, but they are also equipped to provide a variety of specialized training to meet the demands of today's constantly-changing business environment.

Training may take place in a classroom setting, at the company's facility or at LEA skill and training centers.



**Since its inception in 1987,
the Missouri Customized Training Program
has assisted 5,356 Missouri companies
to train 608,924 Missouri workers.**

Training that is Responsive



“With funding from the Missouri Customized Training Program, OCCl, Inc. has helped provide leadership training to our employees. This training assistance has helped offset our company’s costs of making sure we provide our clients with the best product possible. OCCl, Inc. is thankful for the assistance we have been provided through the Missouri Customized Program. This is a very good program that has assisted numerous Missouri companies with furthering their missions.”

**Jim Hyne, Vice President of Human Resources
OCCl, Inc.
Fulton, Missouri**



Hitting the mark with Training

"With funding from the Missouri Customized Training Program, Vi-Jon, Inc. has conducted leadership training that has raised the knowledge and abilities of our front line supervisors. Our company supervisors have been implementing recently learned leadership principles and have helped our production employees to remain focused on producing the best product possible, in the safest, most cost effective, time-saving manner possible. Training our supervisors in proper, current problem-solving, coaching, and root cause analysis techniques has provided critical employee feedback which has enabled our company to remain competitive in our business sector."

Karen Freund, Technical Training Specialist
Vi-Jon, Inc.
St. Louis, Missouri

Top 5 Reasons Companies Requested Training



Finding highly skilled labor is the number-one driver for nearly every site-selection decision. Companies are increasingly seeking more refinement in identifying specialized skill sets as their labor needs become more specialized.

Area Development Magazine, Fall 2013



Training: By the numbers

“With the funding from the Missouri Customized Training Program, UTi was able to provide employee training that helped increase the overall company performance in production by 25%. This significantly increased our company competitiveness and provided our clients with a top notch product.”

Joyce Carroll, Human Resource Manager
UTi
Moberly, Missouri



Missouri Customized Training Program FY12 vs. FY13

	FY 2012	FY 2013
Missouri Customized Training Funds	*\$14.5 Million	*14.5 Million
Number of training projects reviewed	384	389
Number of companies funded	325	338
Number of multi-company consortia funded	8	6
Average award, by project	\$42,042	\$40,698
Number of trainees	37,693	35,756
Average statewide trainee hourly wage	\$20.73	\$21.27
Capital investment by participating companies	\$1,444,084,641	\$1,597,142,601

*Includes \$9.5 million appropriation plus a non-recurring \$5 million grant by the Missouri Development Finance Board (MDFB) in FY2012 and FY2013.



**Annual demand for
Missouri Customized
Training funds far exceeds
available funding.**

\$50 million

**The demand for training
funds from Missouri
companies annually.**



Ownership

Companies apply annually to the Department of Economic Development, Division of Workforce Development for funding to offset the cost of their specific training needs.

Training grants are awarded based on available funding, eligible training needs, and the amount of capital investment or jobs created. The company is required to “match” the state award through its own investment in training costs.



Companies take ownership with the MCTP, by matching the state’s investment dollar-to-dollar.

Customized Training Companies FY13

Central Missouri Region

3M Company (Columbia)
AAF International
ABB, Inc. (Jefferson City)
ABC Labs
ALPLA, Inc. (Jefferson City)
Bob Monnig Industries, Inc.
Burger's Smokehouse
Caterpillar, Inc.
Central Electric Manufacturing Company
Command Web
DeLong's, Inc.
Diamond Pet Foods
Gates Corporation (Columbia)
IBM Corporation (Jefferson City)
Jahabow Industries
Keiper, LLC
Kingsford Manufacturing
Kraft Foods (Columbia)
Modine Mfg. Company (Jefferson City)
Nordyne, Inc. (Boonville)
OCCI, Inc.
Otscon, Inc.
Pretium Packaging, LLC
Pro Food Systems, Inc.
Quaker Oats

Quaker Windows
Quality Tool
RR Donnelley (Jefferson City)
RR Donnelley (Owensville)
Sinclair Group, Inc.
Sonoco Plastics, Inc. (Jefferson City)
Tacony Manufacturing
The Ovid Bell Press
True Media
Unilever USA
Watlow Electric Mfg. Co. (Columbia)

Kansas City Metropolitan Region

A. Zahner Company
Albaugh, Inc.
Alcan Cable
American Italian Pasta Company
ATK Small Caliber Systems
Aviation Fabricators
Best Tool & Manufacturing Company, Inc.
Billy Goat Industries, Inc.
Brunson Instrument Company
Cargill Meat Solutions Corporation
Central Power Systems & Services, Inc.
Champion Brands, LLC
Church & Dwight Company, Inc.
Clay & Bailey Manufacturing Company

Customized Training Companies FY13

Derbigum Americas, Inc.
DIT-MCO International Corporation
Duke Manufacturing Company
EnerSys, Inc.
Ford Motor Company
Gardner Denver, Inc.
GE Energy Air Filtration
General Mills (Kansas City)
GENESYS Industrial Corporation
GENESYS Manufacturing, Inc.
Hallmark Cards
Holland 1916, Inc.
Honeywell Federal Mfg. & Technologies, LLC
I & M Machine & Fabrication Corp.
Ingredion, Inc.
InnovaPrep, LLC
Inter-State Studio & Publishing Company
JE Dunn Construction Company
K-ter Imagineering, Inc.
Lifetouch Services, Inc.
Milbank Mfg. Company (Kansas City)
Milbank Mfg. Company (Concordia)
Parts Unlimited
PAS Technologies, Inc.
Piston Automotive, LLC
Plastic Enterprises Company, Inc.

Posty Cards, Inc.
Pride Manufacturing Company, Inc.
Pro-Con, Inc.
Ronson Manufacturing
SCD Probiotics
Schreiber Foods, Inc. - Capri
Schreiber Foods, Inc. - Clearfield
Schreiber Foods, Inc. - DDN
Sierra Bullets, LLC
Tracker Marine (Clinton)
UltraSource LLC
Waterloo Industries
WireCo World Group, Inc. (St. Joseph)
WireCo WorldGroup, Inc. (Sedalia)

North Missouri Region

Ardent Outdoors, Inc.
Aspeq Holdings, Inc.
Buckhorn Rubber Products, Inc.
Cerro Flow Products, LLC
ConAgra Foods (Trenton)
ConAgra Foods (Macon)
Continental Cement Company, LLC
Daffron & Associates
Dawn Food Products
Donaldson Company, Inc.
Economy Products Company

General Mills Operations, LLC (Hannibal)
Houston Poly Tank, LLC
Hurtt Fabricating Corporation
Kawasaki Motors Mfg. Corporation, USA
Kraft Foods, Inc. (Kirksville)
Lakeside Casting Solutions
Legacy Truck Equipment
Mid-Am Building Supply, Inc.
Midwest Data Center, Inc.
MidWest Quality Gloves, Inc.
Modine Mfg. Company (Trenton)
OnShore Technology Services, Inc.
POET Biorefining
Press Journal Printing Company
Sonoco Plastics, Inc. (Chillicothe)
Spartan Light Metal Products (Mexico)
Spartan Light Metal Products (Hannibal)
UTi Contract Logistics and Distribution
WireCo WorldGroup, Inc. (Kirksville)
WireCo WorldGroup, Inc. (Chillicothe)

Southeast Missouri Region

Alan Wire Company
American Railcar Industries, Inc. (Kennett)
Bismarck Multimodal Services
Botkin Lumber Company, Inc.
Brewer's Ice Company

Bulk Tank, Inc.
Centene Management Corporation
Faurecia Emission Control Technologies
Gates Corporation (Poplar Bluff)
Havco Wood Products, LLC
Holcim (US), Inc.
Meramec Electrical Products Co., Inc.
Mississippi Lime Company
Mondi Jackson, Inc.
Nordyne, LLC (Poplar Bluff)
Piramal Glass USA, Inc.
Procter & Gamble Paper Products
Rubbermaid
Sabreliner Corporation
Schaefer's Electrical Enclosures, Inc.
SEMO Milling, LLC.
Spartech Plastics
SRG Global
Starting USA
Tetra Pak Materials, LP
TG Missouri Corporation
Versa-Tech, Inc.

Southwest Missouri Region

3M Company (Nevada)
American Dehydrated Foods, Inc.
Armstrong World Industries, Inc.

Customized Training Companies FY13

Arning Companies, Inc.	Pennington Seed
Carpe Diem Management, Inc.	Protein Solutions, LLC
Central States Industrial Equip. & Service	RBC Manufacturing Corporation
CNH Reman, LLC	Reckitt Benckiser, LLC (Springfield)
Custom Powder Systems, LLC	Red Monkey Foods
Diesel Exchange	Regal Beloit Corporation
Euticals	Rock Tenn Converting Company
Independent Stave Company	Schreiber Foods, Inc. - Fairview
International Dehydrated Foods	Scroll Compressors, LLC
Jack Henry & Associates (Springfield)	Southern Missouri Containers, Inc.
Jack Henry & Associates (Monett)	SRC Automotive
Jarden Consumer Solutions	SRC Electrical
Jarden Plastic Solutions	SRC Heavy Duty
John Deere Reman	SRC Logistics, Inc.
K & S Wire Products, Inc.	SRC Power Systems
Kraft Global, Inc. (Springfield)	Teters Floral Products, Inc.
La-Z-Boy Midwest	The Milnot Company
Leggett & Platt - Branch 1	Tracker Marine Plastics (Lebanon)
Lozier Corporation	Tracker Marine (Ozark)
McGregor Manufacturing	Tracker Marine Boat (Lebanon)
Mid America Precision Products	Yarbrough Industries, Inc.
Midcon Cables Company, LLC	St. Louis Metropolitan Region
Miracle Recreation Equipment Company	ABB, Inc.
Modine Manufacturing Company (Joplin)	AESCULAP
NewStream Enterprises, LLC	ALPLA, Inc. (St. Peters)
Paul Mueller Company	American Metals Supply

American Plastics Group, Inc.	Cutting Edge Optronics
American Railcar Industries, Inc.	Daddy Ray's, Inc.
Anheuser-Busch Companies, Inc.	Data 2
ARGO Products Company	Distribution Management, Inc.
Automation Service	DRS Marlo Coil
Baldor Electric	Elite Tool, LLC
Bastian Material Handling	Eltek International Laboratories
bioMerieux, Inc.	EMD Millipore
Bodine Aluminum, Inc. (St. Louis)	EPC, Inc.
Bodine Aluminum, Inc. (Troy)	Esselte Corporation
Bohn and Dawson, Inc.	Essex Industries, Inc.
Boomerang Tube, LLC	Frick's Quality Meats, Inc.
C.L. Smith Company	Furniture Brands International, Inc.
Cabka North America, Inc.	Gateway EDI
CADCO Program & Machine	GlaxoSmithKline
Cardinal Health (Earth City)	Global Products, Inc.
Cardinal Health 110, Inc. (St. Charles)	GSI - Engine Management Group
Cascades Plastics, Inc.	H & M Machine Service
Client Services, Inc.	Henniges Automotive Sealing Systems, Inc.
Code 3, Inc.	Herndon Products, Inc.
Companion Baking Company, Inc.	Homeyer Tool & Die Company
Component Bar Products	Hubbell Killark Electric
ConAgra Foods (St. Louis)	Hussmann Corporation
Corbitt Manufacturing Plant	Hy-C Company, Inc.
Cott Beverages USA	Hydromat, Inc.
Craftsmen Industries, Inc.	IBM Corporation (Hazelwood)

Customized Training Companies FY13

IMPAC Medical Systems, Inc.	New Florence Wood Products
Intelligrated Systems, Inc.	Newco Enterprises, Inc.
J&S Tool, Inc.	Nike IHM, Inc.
Jost Chemical Company	Our365, Inc.
Kemco Aerospace Manufacturing	Pace Industries, Inc.
Koller-Craft Plastics	Packaging Concepts, Inc.
Kypha, Inc.	Patriot Machine, Inc.
LaPoint Blase Industries	Paulo Products Company
Lear Corporation	PM Resources, Inc.
Lederle Machine Company	Porta King Building Systems
Leinco Technologies	Precise Mold & Engineering
Leonard's Metal, Inc.	Presence From Innovation
Livingston Tool & Mfg. Company	Pretium Packaging, LLC
Lloyd Industries, Inc.	Prism Medical Services USA
LMC Industries, Inc.	Procter & Gamble Mfg. Company
Masterchem Industries, LLC	Quest Specialty Products, Inc.
MEMC Electronic Materials, Inc.	R.K. Stratman, Inc.
Metal Container Corporation	Rawlings Sporting Goods Company
Mimir Flexo Printing	RB Graphics
Missouri Metals, LLC	Reckitt Benckiser, LLC (St. Peters)
Montgomery Machine Technologies, LLC	RockTenn CP, LLC
Mycroft, Inc.	Roto Die Company
National Cart Company	RTI Tradco
National Sales Company	Rug Doctor, Inc.
Natoli Engineering Company	Rx Systems, Inc.
Neeco-Tron, Inc.	Seiler Instrument & Mfg. Company, Inc.

Sigma-Aldrich Corporation
Sonoco Plastics, Inc. (Hazelwood)
Sportsprint, Inc.
Standard Machine & Manufacturing
StellarRAD Systems, LLC
STERIS Corporation
StingRay Manufacturing
Sunnan Products
Talisen Technologies, Inc.
TelGaAs, Inc.
The Flesh Company
The Gateway Company of Missouri, LLC
The Gund Company
The Henkel Company
The International Companies
Titanova, Inc.
TLD Concepts
Tool Specialties Company
TransChemical, Inc.
Trinity Products, Inc.
Universal Galvanizing
Universal Printing Company
US Tape & Label
Vi-Jon, Inc.
VSM Abrasives
Wainwright Industries, Inc.

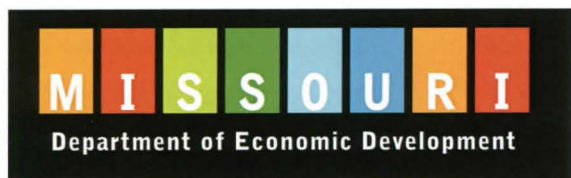
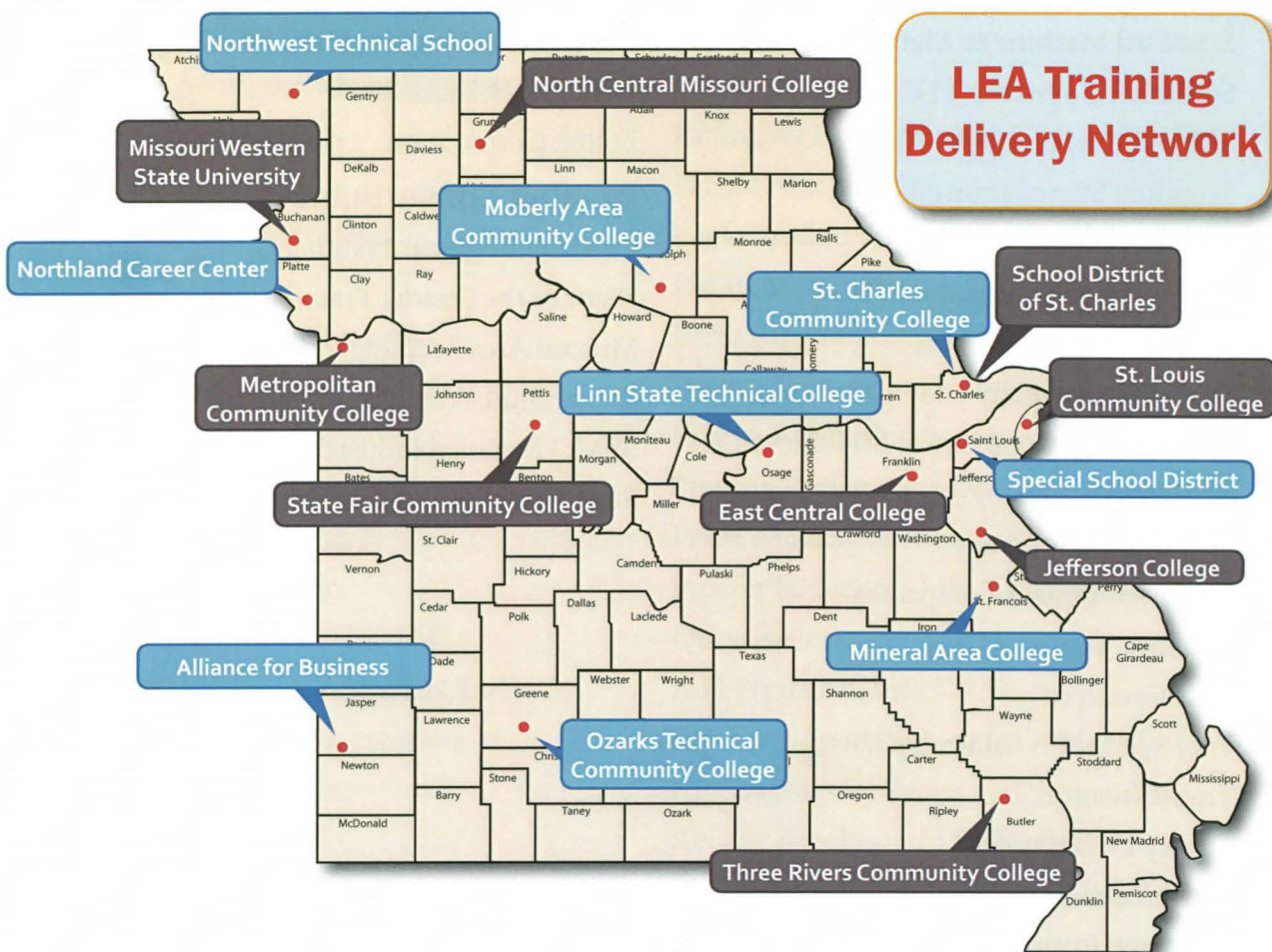
Watlow Electric Manufacturing Company
WB Industries
Wermke Spring Manufacturing Company
Woodbridge Corporation
Wunderlich Fibre Box
Zoltek Corporation

Training Consortiums

Bootheel Regional Training Group
Heart of the Ozarks Training Consortium
Mineral Area Training Consortium
Poplar Bluff Training Group
SEMO Regional Industrial Training Group
State Fair Training Consortium

For more information on the Missouri Customized Training Program:
Contact the Industry Training Section at the Division of Workforce Development (*see below*)
OR one of the Local Educational Agencies (LEAs) shown on map.

For complete LEA contact information, go to: <http://jobs.mo.gov/employer/MCTP-LEAS>



Missouri Job Development Fund

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